

eliminating racism
empowering women

ywca

southeastern massachusetts

RACIAL JUSTICE PROGRAMMING

For a more justice and equitable Southeastern Massachusetts

WORKPLACE TECHNICAL ASSISTANCE

YWCA Southeastern MA offers a full menu of Racial Justice and Equity workshops for workplaces looking to take their first steps toward an anti-racist organizational model, as well as for workplaces seeking to deepen their work by creating and implementing a Racial Justice Theory of Change to expand meaningful equity and inclusion.

Our approach combines **EDUCATION** with **ACTION** to help workplaces learn and grow their Racial Justice Theory of Change.

BRINGING A RACIAL JUSTICE PERSPECTIVE TO THE WORK YOU ALREADY DO

By examining your current goals and methods from a racial justice vantage point, you can more readily identify the public policies, institutional practices, and cultural assumptions that are at the root of racial justice. Together, we will:

- Understand and develop a racial equity theory of change
- Use the racial equity theory of change as a foundation for monitoring and evaluating the work you already do
- Measure the impact of the changes you make

The racial equity theory of change helps to explore and document the webs of mutually reinforcing dynamics -- policies, practices, and representations -- that are behind chronic racial inequities and injustices but are often difficult to identify. It is a tool that can be used to focus on internal dynamics, or on external racial dynamics that you work on in your community. With a clearer sense of what your workplace can actually invest in an effort to achieve the desired racial equity outcome, you can develop a detailed action plan that is both realistic and in line with your racial justice change vision.

**YWCA SOUTHEASTERN MA · 20 SOUTH 6TH ST. · NEW BEDFORD, MA
(508) 999-3255 · INFO@YWCASEMA.ORG · WWW.YWCASEMA.ORG**

OUR PROCESS

- Explore Identity, Power, and Privilege
- Unpack Bias and Racial Disparities in Wellness and Opportunity
- Examine the Legacy of Systemic Oppression in the US
- Turn the Lens on Your Workplace
- Set Goals for Equity and Inclusion
- Create a Theory of Change for Your Agency
- Draft an Action Plan for Equity
- Engage with YWCA Technical Assistance to Implement Your Action Plan

To begin the YWCA Technical Assistance process today, please contact Raelyn Monteiro at (508) 999-3255 or rmonteiro@ywcasema.org. From there, the YWCA and the workplace will sign a Memorandum of Understanding (MOU) for 12 months of technical assistance. Pricing is determined by tax status, budget size and number of employees.

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YWCA IS ON A MISSION